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thing that he knew how because he had been a deputy Attorney General of this state. We pay the Attorney General of this state twenty three or four thousand dollars a year, and I don't know what we pay the city attorney in Omaha, but about thirty or thirty five thousand dollars a year. Now what kind of, what kind of business is this? Is everything you thinking, does it have to be cheap? Does it have to be cheap? And if we raise the salaries to what they ought to be what difference does it make if some of us lose their position in this body, that's not very important to any body except us, and we are always concerned about salaries because then we equate the people really know what we are talking about, and anybody who gets more than the man or woman listening in is getting too much. We never know what it's costing by not doing what we ought to do, and I believe in paying good salaries. We got a man who is ahead of the State Highway Engineer, for example, that job ought to pay forty to fifty thousand dollars a year, forgetting about him or his predecessors, this fellows spent hundreds of millions of dollars of your money, he has the complete supervision of the cost of the inspection of every mile of road that is built in this state, in order to have one we got to get one we can hire cheap. Now what has happened to them, you can go back almost from the beginning of time and every time one of them loses because the administration changes, those we help they take care of them. They took care of Nuernberger and they took care of Ress, they take care of all of them as they ought to, and whatever they do is only half what they ought to do. If you want to keep it cheap, if you don't want to have any confidence in what they are doing, just keep it like it is. The Attorney General of this state has the most important job, more important I think than the Governor of this state, he is the only one who has the direct responsibility to protect all the people of this state, and you belittle him enough by paying him so much less than he can get any where else, look at the county attorney, the county attorney of Douglas County gets much more than he gets and so does the County Attorney of Lancaster County. I think there is something more to then how cheap you can hire the man, or a woman. In this day of competition if you don't pay them what they are going to do, they're either going to do things that maybe they shouldn't do, which are not illegal or dishonest but they benefit other people because they don't do it to the extent they might do if you paid them enough. Now I'm not against Senator Warner's bill, I think it ought to be passed, and I don't see how they can get anybody much less then forty or forty five thousand dollars a year, and if you pass this bill I don't think you ought to stop here, those in a like position ought to be raised, and those people below seven thousand dollars in order to stop the movement forty percent every year, we ought to stop it. It's the most expensive thing in the world we can do. Now if they don't (inaudible) money it's our fault or the department heads. So I just think we ought to pay people for what the position is worth, and get people to fill it who are worth it.

SPEAKER: Senator Carstens.

SENATOR CARSTENS: Mr. President and members of the legislature, I have no quarrel with what Senator Carpenter says about paying proper wages, and that you can't get anything cheap, what I'm trying to point out and I defend myself on this, that there has to be some examinations and better standards of in the hiring of qualified people, other than the mere offer of a huge salary. Now the turnover rate among state employees is the below seven thousand dollars is very high. Now I don't think there is anything else connected with this except a lousy fringe benefits that the state employees get. Now the retirement benefits for example for state employees, I have this come up time after time after time, almost weekly, when the employees who retire from the state home, I don't believe anybody in this body realizes what kind of a pension they get after they put in twenty or thirty